

Anti-Bias App

Textio

- Use data and machine learning to scan job posting, and flag phrases that likely to repel women.
- Example
 - There are certain phrases that are considered overly masculine.
 - Hard driving
 - Crush it
 - Flawless
 - Relentless
 - Extremely
- The app will provide some gender-neutral alternative phrases.

GapJumpers

- The app will hide resumes and other identifying information (gender) until the applicants perform some assessment test that will show off their skills.
- This app demonstrates that women are more likely to get into more jobs when the companies are assessing on pure ability.

Blenddoors

- It is considered as “Tinder for recruiting”, which let job applicants and recruiters check each other out.
- Applicants can see the company’s rate on diversity.
- Recruiter can see their applicant’s skills, education and work history without showing their gender, age, and race.

Interviewing.io

- It offers free platform for engineers to do mock technical interviews.
- It provides women (anyone else who might feel out of place) a chance to practice.
- It has feature that can be used to mask applicants’ voice during actual interviews.

Unitive

- The app guides managers through the hiring process, and help them to prevent from acting on bias.
- During resume evaluation, applicants’ name and gender are masked from the recruiter.
- During interview, the software will guide those managers with questions for evaluating applicant’s skill.